Equity in Publishing and Open Science Initiative

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Background

There is a strong need from the scientific community for contributions and insights from often-underrepresented groups including early career faculty and researchers and those from groups underrepresented in medicine (UIM), as well as a widespread need and interest in open science throughout the research and publishing process. Over 500 UCSF faculty are academic journal editors and/or editorial board members and are well-positioned to both share their expertise in existing publishing models and adopt open science models into their own practice. The expertise and strengths among early career and UIM faculty is similarly undervalued and utilized. There is no existing systematic method for UCSF journal editors to communicate, either with one another or with faculty and researchers interested in mentoring opportunities.

Goals

The aims of the Equity in Publishing and Open Science Initiative are:

1. To facilitate expertise sharing, guidance, and promotion of equitable scholarly publishing and open science between early-career and UIM faculty and researchers, UCSF editors, and UCSF librarians.
2. To build a network of UCSF journal editors to enable knowledge sharing and network building between peers.
3. To identify potential partners with which UCSF Library can collaborate and promote future open science initiatives.

UCSF Library's Role

UCSF Library can use our position as a community-building space to connect UCSF editors with one another and with faculty/researchers who identify as early-career and/or UIM. We will organize classes and events to enable cross-group sharing of expertise and to promote open science practices to faculty and researchers at UCSF. As scholarly communication, data science, and hospital librarians, we have the combined experience of conducting and publishing open research, serving as editors and editorial board members for open access journals, teaching about open science practices, building relationships among library stakeholders, and facilitating connections between faculty, researchers, clinicians, and learners across UCSF.

What We are Proposing

Our approach to achieving the initiative's goals is threefold:

1. Organize classes and events for researchers and journal editors, focused on [making scholarly publishing](#) more diverse and inclusive, learning the ropes of publishing and peer review in UCSF fields of research, and adopting [inclusive open science](#) principles and practice. We will call on the expertise of UCSF librarians, journal editors, and early career faculty and researchers to lead these events and share their knowledge.
2. Offer one-on-one and small group consultations on these topics with librarians.
3. Identify UCSF representation on editorial boards for all scholarly journals. Establish an email distribution list for members of journal editorial boards in order to facilitate communication and collaboration between peers and to identify topics and strategies for sharing knowledge with early career and UIM faculty and researchers.

Classes and events that we will offer may include:

- Anti-oppressive publishing practices
- How to get your journal open science ready
- Inclusive & Collaborative Open Science 101
- Writing and publishing best practices
- Navigating the peer review process
- Managing your scholarly identity & promoting your work

Alignment with Library's goals

This initiative is well-aligned with UCSF Library's current efforts to promote open science. In particular, it builds on our work supporting the scholarly publishing activity that is essential for UCSF faculty and researchers to advance their careers, providing research reproducibility training, and enabling the transition from closed to open access publication.

Equity Considerations

- We will use a strengths-based lens to implement and evaluate this project, rather than a deficit-based approach. This means we assume all stakeholders have experience, expertise, and ideas that can benefit others, regardless of their seniority or identity group.
- We will identify UIM faculty and/or researchers, including 2-3 editors and 2-3 early-career partners, who can serve as Advisory Board members on this initiative.
- We commit to the following actions for events to ensure the inclusion of UIM faculty/researchers in order to bolster experience and relevance for this community:
  - All presentations will include diverse gender and racial identity representation

- We will identify and work with UCSF affinity groups to create and target relevant events to UIM faculty & researchers
- We will require all presenting editors to speak about diversity statistics for their journal's editorial teams and planned actions for improving diversity
- We will include class offerings around equity & open science, structural racism in scholarly publishing, and similar topics

Objectives & Key Results

Objective 1: Define audience, partners & Library's role in this project

- KR 1: Identify existing groups, programs, and offices serving both early-career & UIM faculty, postdocs, residents, and learners
- KR 2: Identify existing library/editor partnership models
    - Search library/higher ed literature and query listservs for existing partnerships between editors and universities/libraries
- KR 3: Define UCSF Library's role in supporting an editors network
- KR 4: Identify 4-6 Advisory Board members from UIM backgrounds to partner on initiative (including both editors and early-career partners)
- KR 5: Create up-to-date list of all UCSF editors
    - Update current list
        - Check accuracy of current affiliations
        - Formulate a method for identifying new UCSF editorial roles
        - Create sustainable process for updating list
        - Collaborate with UCSF Profiles team on adding a editor field for tracking editorial activity
- KR 6: Share initiative proposal with Advisory Board members

Objective 2: Launch UCSF editor network

- KR 1: Determine UCSF journal editors' preferences for and interests in an editor network and topical events
    - Survey editors about interest in and preferences for format/content of communications and interest in both attending and contributing to classes and events
    - Survey early career researchers and faculty through the same instrument about their interest in both attending and contributing to classes and events
- KR 2: Pending survey results, create networking group in chosen technology

Objective 3: Provide opportunities for early-career and UIM faculty and researchers to learn and share knowledge about open science publishing

- KR 1: Create & teach introductory class on anti-oppressive scholarly publishing and research data
  - Build content and identify presenters
  - Teach class & evaluate
- KR 2: Create & teach additional classes and speaker events
  - Identify 3 programs or departments to partner with that have clear methods for reaching early-career and/or UIM audiences and multiple editors in that subject area
  - Create class content in collaboration with programs/editors
  - Invite UCSF editors and early career researchers and faculty to present at events
  - Teach classes, conduct evaluations, and evaluate successes and areas for improvement

Objective 4: Determine ongoing role of the library in this space

- KR 1: Evaluate project outcomes
- KR 2: Build sustainability plan that details next steps and library involvement in year 2

Year One Timeline

Sept-Dec 2020	Jan-Mar 2021	Apr-Jun 2021	Jul-Sept 2021
Objective 1	Objectives 1 KR5, 2 & 3	Objectives 1 KR5 & 3	Objectives 1 KR5, 3 & 4

Team Roles & Time Allocated*

Jill
Role: Collaborator
Time: 15%, 6 hrs/week

Anneliese
Role: Collaborator
Time: 5-15%, 2-6 hrs/week

Ariel
Role: Collaborator - will contribute to Objective 1, 3, and 4 and where needed to Objective 2
Time: 5%, 2hrs/week

Advisory Board Members
Role: Meet with group twice per quarter for 1 year, provide feedback on new ideas/approaches (including initiative proposal and editor survey)
Time: 3-5 hours/quarter

Quarter	Objectives	Jill	Anneliese	Ariel	Advisory Board Members
Sept-Dec 2020	O1	15%, 6 hrs/week	2.5% (1)-Sep 5-10% (2-4)/wk, Oct 10-15% (4-6)/wk, Nov-Dec	2.5%, 1hr/week	1-2 hours total
Jan - Mar 2021	O2 + O3	15%, 6 hrs/week	5-15% (2-6)/wk	5%, 2hrs/week (mostly on O3)	3-5 hours

| Apr - Jun 2021 | O3 | 15%, 6 hrs/week | 5-15% (2-6)/wk | 5%, 2hrs/week | 3-5 hours |
| Jul-Sept 2021 | O3 + O4 | 10%, 4 hrs/week | 5-10% (2-4)/wk | 2.5%, 1hr/week | 3-5 hours |

*Roles & time allocated are flexible and can change based on needs of the group.